



4 May 2016

Mr Ian Leavers
Branch President
Police Federation of Australia - Queensland Police Branch
rfeatherstone@qpu.asn.au

Dear Mr Leavers,

Reminder of actions required when persons elected to office

The Australian Electoral Commission has provided the Fair Work Commission (the Commission) a declaration of results for contested offices in the election [E2015/301]. This letter is a reminder of certain obligations imposed on organisations and persons elected to office.

Section 154D(1) of the *Fair Work (Registered Organisations) Act 2009* (the RO Act) requires the rules of organisations (and branches of organisations) to require each officer with financial management duties to undertake approved training that covers those duties within 6 months after the person begins to hold office. Please ensure that relevant officers undertake approved training within the required timeframe.

Please also ensure that all new holders of office are advised of their obligations to make disclosures regarding remuneration, non-cash benefits and material personal interests, the details of which should be provided for in your organisation's rules.

Also, section 233(2) of the RO Act requires that an organisation must notify the Commission **within 35 days of any changes** to the holders of office in the organisation. **If there are no changes a notification is not required.** If the election has resulted in **any changes** to the holders of office, the Police Federation of Australia - Queensland Police Branch must notify the Commission of these changes. In particular, please advise:

1. Person(s) who have ceased to hold office:
 - the name of the office vacated;
 - the date of the change of office holder; and
 - the name of the person vacating the office.
2. Person(s) who have commenced to hold office:
 - the name of the office now held;
 - the date of the change of office holder;
 - the name of the person now holding the office;
 - the postal address of the person (generally the postal address of the organisation); and
 - the occupation of the person now holding the office.

The notification must include a declaration by the Secretary (or other prescribed officer) that the information is a correct statement of the changes made. I have attached a template notification of changes which may assist you. If any change does not apply until a specific date, you don't need to notify until then (e.g. AGM, 1 January, 2nd Monday in March). If you have already lodged this information, please disregard this reminder.

Regards

Debbie Ball
Regulatory Compliance Branch

NOTIFICATION OF CHANGES TO RECORDS (Changes to Records in the Annual Return) required to be kept in accordance with section 230 *Fair Work (Registered Organisations) Act 2009* and regulation 147 *Fair Work (Registered Organisations) Regulations 2009*

I, [NAME], being the [OFFICER] of the [ORGANISATION NAME], declare the following:

1. I am authorised to make this declaration.
2. The following is a correct statement of the changes made to the information contained in the records required to be kept by the organisation in accordance with s.230(1)(b), (c), and (d) of the *Fair Work (Registered Organisations) Act 2009*:

[delete all that do not apply]

- On [DATE] the address of the organisation changed to [STREET ADDRESS].¹
- On [DATE] the name and/or address of a branch[es] of the organisation changed to:²
 1. [include OLD name and address and NEW name and address of every branch that has changed]
 2. ...
- A list of changes to offices and the names, postal addresses and occupations of persons holding those offices is attached to this declaration at Annexure A and forms part of this declaration.
- On [DATE] the following branch[es]:³
 - COMMENCED/CEASED operation:
 1. [include name of each new branch]
 2. ...

Signed: [SECRETARY OR OTHER AUTHORISED OFFICER]

Dated: [DATE]

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within 35 days of the change. It can be submitted to orgs@fwc.gov.au.]

¹ s.230(1)(d); reg.147(d)

² s.230(1)(d); reg.147(a) & (d)

³ s.230(1)(d); reg.147(b) & (c)

ANNEXURE A

- Changes to Offices and Office Holders in the Organisation and its Branches [*insert as many pages as required*]:

Please note the 35 days begins at the earliest event (for instance when the officer retires) and an organisation may need to notify the events separately if the appointment or election process will take longer than 35 days.

| Branch | Date of Change | Name of Office that has changed | Name of <u>Outgoing</u> Office Holder | Reason for change | Name of <u>New</u> Office Holder | Postal Address of <u>New</u> Office Holder (for privacy reasons, we recommend NOT a private address) | Occupation of <u>New</u> Office Holder |
|-----------------|---|---------------------------------------|---------------------------------------|---------------------------|----------------------------------|--|--|
| <i>National</i> | <i>1.1.2014</i> | <i>Secretary</i> | <i>Full Name</i> | <i>Retiring</i> | <i>Full Name</i> | <i>c/- the Registered Organisation, postal address of Registered Organisation</i> | <i>Paid official</i> |
| | <i>25.12.2013</i> | <i>President</i> | <i>vacant</i> | <i>Scheduled Election</i> | <i>Full Name</i> | <i>As above</i> | <i>mechanic</i> |
| ... | | | | | | | |
| <i>NSW</i> | <i>1.1.2014 (resigned) 7.1.2014 (appointed)</i> | <i>President</i> | <i>Full Name</i> | <i>Resignation</i> | <i>Full Name</i> | <i>c/- the Branch, postal address of the Branch</i> | <i>mechanic</i> |
| | | <i>Committee of Management Member</i> | <i>Full Name</i> | <i>Scheduled Election</i> | <i>Full Name</i> | <i>As above</i> | <i>mechanic</i> |
| | | <i>Treasurer</i> | <i>Full Name</i> | <i>Scheduled Election</i> | <i>vacant</i> | <i>vacant</i> | <i>vacant</i> |
| ... | | | | | | | |



Post-Election Report

Fair Work (Registered Organisations) Act 2009-s197

Police Federation of Australia Qld Conference Delegates Election 2015

ELECTION COVERED IN THIS REPORT:

Election Decision No: E2015/301

RULES

Rules used for the election: 200V: Incorporates alterations of 19/08/2015 [R2015/180]

Rules difficult to apply/interpret: None

Model Rule reference (if any): Nil

ROLL OF VOTERS

The Roll of Voters was supplied for those members eligible as at Close of Rolls, 22 Dec 2015

IRREGULARITIES

Details of written allegations of irregularities, and action taken by AEC:

A candidate alleged that some eligible members did not receive ballot material. Checks with the organisation revealed that 25 eligible members were omitted from the roll supplied by the organisation. The organisation informed the RO of the error on 22/3/16 and supplied a supplementary list on this same day. Ballot material was couriered to the electors address as listed on the updated roll on 23/3/16 and returned by courier on 24/3/16. 21 votes of the 25 omitted were received by the RO prior to closing of the ballot and admitted to the count.

Other irregularities identified, and action taken:

ATTACHMENTS

Declaration of Results for Contested Offices dated 29th March 2016

Yours sincerely



Kylie Edwards
Returning Officer

30/03/2016



Police Federation of Australia Qld Conference Delegates Election 2015

Declaration of Results for Contested Offices

Below are the results of the election for the following offices, conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation.

Conference Delegate - Northern Region, Group (b)

| | |
|---|------------|
| Total number of names on the roll of voters | 350 |
| Ballot papers issued | 350 |
| Replacement ballot papers issued | 0 |
| Total Ballot Papers Issued | 350 |
| Ballot papers / envelopes returned for scrutiny | 69 |
| Less ballot papers / envelopes rejected at preliminary scrutiny | 1 |
| Total Ballot Papers Admitted to Scrutiny | 68 |

| <u>Candidates</u> | <u>Votes</u> |
|------------------------|--------------|
| CARNES, Adam | 45 |
| LORD, Wayne | 22 |
| Formal ballot papers | 67 |
| Informal ballot papers | 1 |
| Total votes | 68 |

I declare Adam Carnes elected.

Conference Delegate - Northern Region, Group (d)

| | |
|---|------------|
| Total number of names on the roll of voters | 118 |
| Ballot papers issued | 118 |
| Replacement ballot papers issued | 0 |
| Total Ballot Papers Issued | 118 |
| Ballot papers / envelopes returned for scrutiny | 44 |
| Less ballot papers / envelopes rejected at preliminary scrutiny | 0 |
| Total Ballot Papers Admitted to Scrutiny | 44 |

| <u>Candidates</u> | <u>Votes</u> |
|------------------------|--------------|
| BREITKREUTZ, Paul | 31 |
| HOSIE, Craig | 13 |
| Formal ballot papers | 44 |
| Informal ballot papers | 0 |
| Total votes | 44 |

I declare Paul Breitreutz elected.



Conference Delegate - North Coast Region, Group (a)

| | |
|---|------------|
| Total number of names on the roll of voters | 166 |
| Ballot papers issued | 166 |
| Replacement ballot papers issued | 0 |
| Total Ballot Papers Issued | 166 |
| Ballot papers / envelopes returned for scrutiny | 72 |
| Less ballot papers / envelopes rejected at preliminary scrutiny | 0 |
| Total Ballot Papers Admitted to Scrutiny | 72 |

Candidates

| | |
|-------------------|----|
| SAJKO, John | 11 |
| WILLIAMS, Russell | 61 |

| | |
|------------------------|----|
| Formal ballot papers | 72 |
| Informal ballot papers | 0 |
| Total votes | 72 |

I declare Russell Williams elected.

Yours sincerely



Kylie Edwards
Returning Officer

30/03/2016



2 March 2016

Mr Ian Leavers
Branch President
Police Federation of Australia - Queensland Police Branch

rfeatherstone@gpu.asn.au

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Regards

Nick Salzberg
Regulatory Compliance Branch

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- On [DATE] the following branch[es]:³
 - COMMENCED/CEASED operation:
 1. [include name of each new branch]
 2. ...

Signed: [SECRETARY OR OTHER AUTHORISED OFFICER]

Dated: [DATE]

[PLEASE NOTE: This declaration must be submitted to the Fair Work Commission within 35 days of the change. It can be submitted to orgs@fwc.gov.au.]

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| ... | | | | | | | |
| <i>NSW</i> | <i>1.1.2014 (resigned) 7.1.2014 (appointed)</i> | <i>President</i> | <i>Full Name</i> | <i>Resignation</i> | <i>Full Name</i> | <i>c/- the Branch, postal address of the Branch</i> | <i>mechanic</i> |
| | | <i>Committee of Management Member</i> | <i>Full Name</i> | <i>Scheduled Election</i> | <i>Full Name</i> | <i>As above</i> | <i>mechanic</i> |
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Post-Election Report

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Police Federation of Australia Qld Conference Delegates Election 2015

ELECTION COVERED IN THIS REPORT:

Election Decision No: E2015/301

RULES

Rules used for the election: 200V: Incorporates alterations of 19/08/2015 [R2015/180])
Rules difficult to apply/interpret: None
Model Rule reference (if any): Nil

ROLL OF VOTERS

The Roll of Voters was supplied for those members eligible as at Close of Rolls, 22 Dec 2015

IRREGULARITIES

Details of written allegations of irregularities, and action taken by AEC: Nil
Other irregularities identified, and action taken:

ATTACHMENTS

Declaration of Results for Uncontested Offices dated 01 March 2016

Kylie Edwards
Returning Officer
01/03/2015

Police Federation of Australia Qld Conference Delegates Election 2015

Declaration of Results for Uncontested Offices

Below are the results of the election for the following offices, conducted in accordance with the provisions of the *Fair Work (Registered Organisations) Act 2009* and the rules of the organisation.

Queensland Branch

Conference Delegate - Far Northern Region, Group (a)

Candidates

BANAGHAN, Peter

Conference Delegate - Far Northern Region, Group (b)

Candidates

CARROLL, Damian

Conference Delegate - Far Northern Region, Group (c)

Candidates

BAKSS, Steven

Conference Delegate - Northern Region, Group (a)

Candidates

CAREY, Wayne

Conference Delegate - Northern Region, Group (c)

Candidates

BROSNAN, Toni

Conference Delegate - Central Region, Group (a)

Candidates

DESPOT, Michael

Conference Delegate - Central Region, Group (b)

Candidates

ONGHEEN, Kevin

Conference Delegate - Central Region, Group (c)

Candidates

BROWN, Marcus

Conference Delegate - Central Region, Group (d)

Candidates

CULLEN, Aleah

Conference Delegate - North Coast Region, Group (c)

Candidates

BAILEY, Peter

Conference Delegate - North Coast Region, Group (d)

Candidates

SLACK, Martin

Conference Delegate - North Coast Region, Group (e)

Candidates

PEATLING, Glenn

Conference Delegate - North Coast Region, Group (f)

Candidates

CAMPBELL, Melissa

Conference Delegate - Southern Region, Group (a)

Candidates

ROCKETT, William

Conference Delegate - Southern Region, Group (c)

Candidates

MULLER, Colin

Conference Delegate - Southern Region, Group (d)

Candidates

HORN, Dion

Conference Delegate - Southern Region, Group (e)

Candidates

MITCHELL, William

Conference Delegate - Southern Region, Group (f)

Candidates

ROCHE, Glen

Conference Delegate - South East Region, Group (a)

Candidates

TREANOR, James

Conference Delegate - South East Region, Group (b)

Candidates

WIBLEN, Brendan

Conference Delegate - South East Region, Group (d)

Candidates

GODBOLD, Andrew

Conference Delegate - South East Region, Group (e)

Candidates

COTTER, Damien

Conference Delegate - Metropolitan North Region, Group (a)

Candidates

BOWKER, Adam

Conference Delegate - Metropolitan North Region, Group (b)

Candidates

WELLS, David

Conference Delegate - Metropolitan North Region, Group (d)

Candidates

BEARD, Tim

Conference Delegate - Metropolitan North Region, Group (e)
Candidates

WHITTAKER, Mark

Conference Delegate - Metropolitan North Region, Group (f)
Candidates

SLOSS, Matt

Conference Delegate - Metropolitan South Region, Group (a)
Candidates

No nomination was received

Conference Delegate - Metropolitan South Region, Group (b)
Candidates

FLORI, Peter

Conference Delegate - Metropolitan South Region, Group (c)
Candidates

RAMSAY, Craig

Conference Delegate - Metropolitan South Region, Group (d)
Candidates

TURGEON, Lauren

Conference Delegate - Metropolitan South Region, Group (e)
Candidates

THOMSON, Michael

Conference Delegate - Metropolitan South Region, Group (f)
Candidates

No nomination was received

Conference Delegate - Headquarters & Support Region, Group (a)
Candidates

CLARK, Michael

Conference Delegate - Headquarters & Support Region, Group (c)
Candidates

GOODWIN, Jason

Conference Delegate - Headquarters & Support Region, Group (d)
Candidates

BELLOTTI, Kirk

Conference Delegate - Headquarters & Support Region, Group (f)
Candidates

HOOKER, Timothy

As the number of nominations accepted did not exceed the number of positions to be filled, I declare the above candidates elected.



Kylie Edwards
Returning Officer

01/03/2016



DECISION

Fair Work (Registered Organisations) Act 2009
s.189—Arrangement for conduct of an election

Police Federation of Australia (E2015/301)

MR ENRIGHT

MELBOURNE, 17 DECEMBER 2015

Arrangement for conduct of election.

[1] On 15 December 2015 the Queensland Police Branch of the Police Federation of Australia lodged with the Fair Work Commission the prescribed information in relation to an election for the following offices, due to insufficient nominations received in a previous election (E2015/231):

Queensland Conference Delegate – Far Northern Region, Group (a)
Queensland Conference Delegate – Far Northern Region, Group (b)
Queensland Conference Delegate – Far Northern Region, Group (c)

Queensland Conference Delegate – Northern Region, Group (a)
Queensland Conference Delegate – Northern Region, Group (b)
Queensland Conference Delegate – Northern Region, Group (c)
Queensland Conference Delegate – Northern Region, Group (d)

Queensland Conference Delegate – Central Region, Group (a)
Queensland Conference Delegate – Central Region, Group (b)
Queensland Conference Delegate – Central Region, Group (c)
Queensland Conference Delegate – Central Region, Group (d)

Queensland Conference Delegate – North Coast Region, Group (a)
Queensland Conference Delegate – North Coast Region, Group (c)
Queensland Conference Delegate – North Coast Region, Group (d)
Queensland Conference Delegate – North Coast Region, Group (e)
Queensland Conference Delegate – North Coast Region, Group (f)

Queensland Conference Delegate – Southern Region, Group (a)
Queensland Conference Delegate – Southern Region, Group (c)
Queensland Conference Delegate – Southern Region, Group (d)

Queensland Conference Delegate – Southern Region, Group (e)

Queensland Conference Delegate – Southern Region, Group (f)

Queensland Conference Delegate – South East Region, Group (a)

Queensland Conference Delegate – South East Region, Group (b)

Queensland Conference Delegate – South East Region, Group (d)

Queensland Conference Delegate – South East Region, Group (e)

Queensland Conference Delegate – Metropolitan North Region, Group (a)

Queensland Conference Delegate – Metropolitan North Region, Group (b)

Queensland Conference Delegate – Metropolitan North Region, Group (d)

Queensland Conference Delegate – Metropolitan North Region, Group (e)

Queensland Conference Delegate – Metropolitan North Region, Group (f)

Queensland Conference Delegate – Metropolitan South Region, Group (a)

Queensland Conference Delegate – Metropolitan South Region, Group (b)

Queensland Conference Delegate – Metropolitan South Region, Group (c)

Queensland Conference Delegate – Metropolitan South Region, Group (d)

Queensland Conference Delegate – Metropolitan South Region, Group (e)

Queensland Conference Delegate – Metropolitan South Region, Group (f)

Queensland Conference Delegate – Headquarters & Support Region, Group (a)

Queensland Conference Delegate – Headquarters & Support Region, Group (c)

Queensland Conference Delegate – Headquarters & Support Region, Group (d)

Queensland Conference Delegate – Headquarters & Support Region, Group (f)

[2] I am satisfied that an election for the abovenamed offices is required to be held under the rules of the organisation and, under subsection 189(3) of the *Fair Work (Registered Organisations) Act 2009*, I am making arrangements for the conduct of the election by the Australian Electoral Commission.



DELEGATE OF THE GENERAL MANAGER

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<Price code A, PR575165>

LADD, Patti

From: Rosemary Featherstone <rfeatherstone@qpu.asn.au>
Sent: Thursday, 17 December 2015 11:47 AM
To: LADD, Patti
Subject: RE: E2015-301 – PFA Qld Insufficient nominations election

Patti

Thank you again.

I am confirming that the reason for the election is “insufficient nominations were received in a previous election”.

The matter number of that election was
E2015/231

Also confirming that the Electorate for the proposed election is as Rules Part CF(2) sub rule (39)(e) “One conference delegate will be elected by, and from, the Members of each of the respective clusters.”

Have a great holiday.

Rosemary Featherstone

From: LADD, Patti [<mailto:Patti.LADD@fwc.gov.au>]
Sent: Thursday, 17 December 2015 9:54 AM
To: Rosemary Featherstone <rfeatherstone@qpu.asn.au>
Subject: E2015-301 – PFA Qld Insufficient nominations election

Hi Rosemary

As discussed, can you please confirm that the reason for the election is insufficient nominations were received in a previous election, and what the matter number of that election was?

Also, can you please confirm that the Electorate for the proposed election is as Rules Part CF(2) subrule (39)(e): “*One Conference Delegate will be elected by, and from, the Members of each of the respective Clusters.*”

Kind regards

PATTI LADD
Adviser – Regulatory Compliance

Fair Work Commission
Tel: 03 8656 4662
Fax: 03 9655 0401
patti.ladd@fwc.gov.au

11 Exhibition St, Melbourne Victoria 3000
GPO Box 1994, Melbourne Victoria 3001

www.fwc.gov.au



Police Federation of Australia

The National Voice of Policing

Queensland State Branch

PO Box 13008

Brisbane QLD

Phone: (07) 3259-1900

Fax: (07) 3259-1950

8th December 2015

The Registrar
Fair Work Commission
11 Exhibition Street
Melbourne 3000

Attention: Ms. Rebecca Lee

Via email: orgs@fwc.gov.au

PRESCRIBED INFORMATION FOR ELECTION

I am the officer of the Queensland Police Branch of the Police Federation of Australia and am authorised to sign this statement which is lodged in accordance with section 187 of the *Fair Work (Registered Organisations) Act 2009* (Cth).

Each office or position for which an election is required

Queensland Conference Delegate – Far Northern Region, Group (a)
Queensland Conference Delegate – Far Northern Region, Group (b)
Queensland Conference Delegate – Far Northern Region, Group (c)

Queensland Conference Delegate – Northern Region, Group (a)
Queensland Conference Delegate – Northern Region, Group (b)
Queensland Conference Delegate – Northern Region, Group (c)
Queensland Conference Delegate – Northern Region, Group (d)

Queensland Conference Delegate – Central Region, Group (a)
Queensland Conference Delegate – Central Region, Group (b)
Queensland Conference Delegate – Central Region, Group (c)
Queensland Conference Delegate – Central Region, Group (d)

Queensland Conference Delegate – North Coast Region, Group (a)
Queensland Conference Delegate – North Coast Region, Group (c)
Queensland Conference Delegate – North Coast Region, Group (d)
Queensland Conference Delegate – North Coast Region, Group (e)
Queensland Conference Delegate – North Coast Region, Group (f)



Queensland Conference Delegate – Southern Region, Group (a)
Queensland Conference Delegate – Southern Region, Group (c)
Queensland Conference Delegate – Southern Region, Group (d)
Queensland Conference Delegate – Southern Region, Group (e)
Queensland Conference Delegate – Southern Region, Group (f)

Queensland Conference Delegate – South East Region, Group (a)
Queensland Conference Delegate – South East Region, Group (b)
Queensland Conference Delegate – South East Region, Group (d)
Queensland Conference Delegate – South East Region, Group (e)

Queensland Conference Delegate – Metropolitan North Region, Group (a)
Queensland Conference Delegate – Metropolitan North Region, Group (b)
Queensland Conference Delegate – Metropolitan North Region, Group (d)
Queensland Conference Delegate – Metropolitan North Region, Group (e)
Queensland Conference Delegate – Metropolitan North Region, Group (f)

Queensland Conference Delegate – Metropolitan South Region, Group (a)
Queensland Conference Delegate – Metropolitan South Region, Group (b)
Queensland Conference Delegate – Metropolitan South Region, Group (c)
Queensland Conference Delegate – Metropolitan South Region, Group (d)
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Queensland Conference Delegate – Headquarters & Support Region, Group (a)
Queensland Conference Delegate – Headquarters & Support Region, Group (c)
Queensland Conference Delegate – Headquarters & Support Region, Group (d)
Queensland Conference Delegate – Headquarters & Support Region, Group (f)

The reason for the elections

Insufficient Nominations election required.

The term of the position has expired or is due to expire in the normal course of events.

Electorates

The members, the Branch Secretary and the Branch Assistant Secretary – see sub-rule 39 (i).

Dates and time of nominations opening and closing

The manager must fix the opening day and closing day for nominations – see sub-rule 45(a).

The closing day must be at least 28 days after notice is given under rule 47 – see sub-rule 45(b).

Nominations open at midday on the opening day and close at midday on the closing day – see sub-rule 45(c).

Day provided for in the rules as the day on which the roll of voters is to be closed

30 days before the starting time for nominations.

Voting system

Direct voting system.



Ian Leavers
Branch President
Queensland Police Branch
Police Federation of Australia

8/12/15.

Date